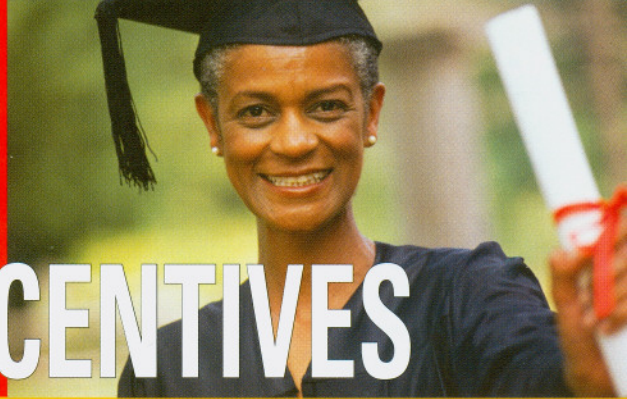


SCHOLARSHIPS & INCENTIVES

SUPPORTING PROFESSIONAL DEVELOPMENT IN EARLY CARE & EDUCATION



ANNUAL PROGRAM SUMMARY FY 2007

Promoting high quality, stable learning environments for Georgia's children by supporting the early care and education professionals who work with them is the goal of the SCHOLARSHIPS & INCENTIVES programs. SCHOLARSHIPS provides financial assistance for those pursuing a qualifying credential or degree, and INCENTIVES provides salary supplements for those who attain a qualifying credential or degree in early care and education.

Georgia is one of only a few states with a department solely dedicated to the care and education of young children ages birth to five. Bright from the Start:

Georgia Department of Early Care and Learning administers the SCHOLARSHIPS & INCENTIVES programs to encourage increased education among Georgia's early care and education professionals and to reward them for continuity of care.

These programs are supported by the many child care programs and centers, local resource and referral agencies, colleges and universities and others who inspire our scholars to pursue higher education.

The continued development of a high quality, stable workforce will contribute to success in school and in life for the next generation of children in Georgia.

SCHOLARSHIPS

- 735 individuals received a total of \$542,512 in SCHOLARSHIPS support at 65 different public and private degree-granting institutions.
- Recipients worked in 92 and resided in 97 of Georgia's 159 counties.
- 38% worked in a nationally-accredited center or home.
- More than 8,700 Georgia children are estimated to be within the scope of these dedicated teachers' care.*



INCENTIVES

- 3,291 individuals received a total of \$2,575,175 in INCENTIVES payments.
- Recipients worked in 130 and resided in 147 of Georgia's 159 counties.
- 44% worked in a nationally-accredited center or home.
- More than 39,000 Georgia children are estimated to be within the scope of these dedicated teachers' care.*

* Estimated reach is based on four teachers per 50 children (based on state ratios for one class each of infants, toddlers, 3-year-olds and 4/5-year-olds) in licensed child care centers, one teacher per 6 children for family child care homes and 2 teachers per 18 children in group child care homes.

SCHOLARSHIPS

SCHOLARSHIPS inspires scholars! The program encourages many to increase their education beyond the high school level – no small undertaking for the non-traditional student, who is typically older and working full-time.

Head Start and Georgia's Pre-K programs require teachers and assistant teachers to meet specific educational standards. In FY 2007, SCHOLARSHIPS saw a proportionate increase in the number of professionals applying for support to pursue advanced degrees to meet these standards.

STATEWIDE IMPACT

SCHOLARSHIPS has encouraged 2,267 individual teachers/caregivers with tuition and stipend awards of more than \$2.6 million in its first four years of operation (FY04 – FY07).

PROFILE of SCHOLARSHIPS recipients in 2007:

- Average age of 37 (range of 19 to 72)
- Female (99%)
- Black/African-American (65%); White/Caucasian (26%)
- Teacher or assistant teacher (82%); director or assistant director (9%)
- Worked in a licensed child care center (90%) or family child care home (9%)
- Those working in centers earned an average of \$9.20 per hour

Based on grades submitted, the average GPA was 3.3.



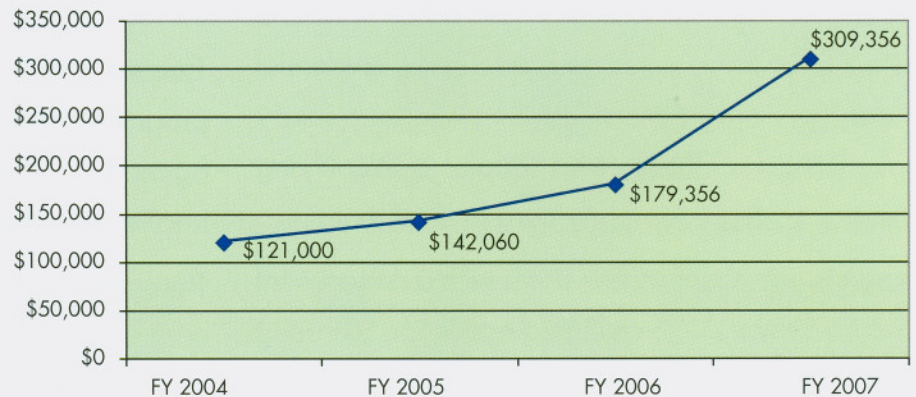
A SCHOLARSHIPS SUCCESS:

For a number of years, I've been a paraprofessional with the Baldwin County Preschool and Head Start Program. There was no possibility of advancement in my job unless I received a degree. I was pleased to find out that the local technical college offered flexible scheduling of classes that would allow me to meet my job and family responsibilities. I enrolled and have been taking a course or two each quarter for the past two years.

Vincent Van Gogh said, "If you hear a voice within you say, 'You cannot paint,' then by all means paint and that voice will be silenced." I never thought I could make it in college. Now, I know I can. That voice saying "you can't" is silent. Technical college was the right choice for me.

Tamara Callaway – Baldwin County SCHOLARSHIPS recipient, lead teacher, and Nominee, Central Georgia Technical College 2007 Georgia Occupational Award of Leadership (GOAL).

SCHOLARSHIPS Investment in Academic Credit-Bearing Programs of Study FY 2004 - 2007



How SCHOLARSHIPS Supports Students in Georgia Certificate, Diploma and Degree Programs – FY 2007

Public institutions:	80% of tuition and fees after HOPE, Pell or other grants/scholarships have been applied and a stipend of \$75 per quarter or \$100 per semester
Private institutions:	Up to \$3,000 per year for undergraduate studies after HOPE/Pell or other grants/scholarships have been applied and a stipend of \$75 per quarter or \$100 per semester

The number of SCHOLARSHIPS recipients participating in academic credit programs increased by 55%, from 254 students in FY 2006 to 393 students in FY 2007.

In FY 2007, of the 735 SCHOLARSHIPS recipients:

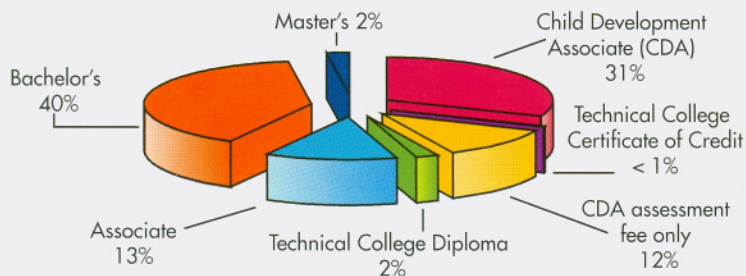
- 275 (37%) were enrolled in public institutions for academic credit programs
- 118 (16%) were enrolled in private institutions for academic credit programs
- 148 (20%) attended eight non-credit community-based CDA courses satisfying the 120 clock-hour requirement for the CDA credential
- 228 (31%) received support for the CDA assessment process (whether or not supported in courses during the fiscal year)



WHY SCHOLARSHIPS & INCENTIVES?

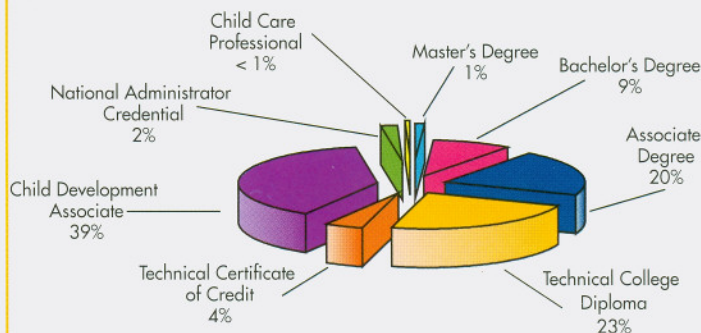
Embarking on a program of higher education is exciting and fulfilling. The SCHOLARSHIPS & INCENTIVES programs provide extra support that enables many employed in early care and education to develop and follow a career path. In addition to financial aid, SCHOLARSHIPS provides career advisement, helping participants explore their options for earning a credential or degree. INCENTIVES rewards employment stability by increasing the annual income of qualified participants (average annual income of \$21,706 for recipients in licensed child care facilities) a minimum of \$400 per year -- while encouraging continued educational advancement. Together these programs are helping to raise the level of professionalism and improve the quality of care in early care and education in Georgia.

**SCHOLARSHIPS Percent of Funds Distributed by Program of Study
FY 2007 (\$542,512 total distributed)**



SCHOLARSHIPS does not currently support new master's degree program applicants; existing recipients will continue to be supported.

**INCENTIVES Recipients by Education Level FY 2007
(3,291 recipients)**



SCHOLARSHIPS Distributions by Category FY 2007

	Amount	Percent
Tuition	\$394,855	73%
Stipend	\$83,275	15%
CDA assessment	\$64,383	12%
Total	\$542,512	100%

SCHOLARSHIPS

To help early care and education professionals increase their level of education in a field where close to two-thirds of these individuals have a high school education or less.

Tuition assistance and a stipend each academic term. (See eligibility grid, back cover.)

All recipients are increasing their level of education.

96 recipients were supported in a higher level program of study after having received SCHOLARSHIPS support for an earlier program of study.

13% of recipients worked in Georgia's Pre-K classrooms and 19% worked in Head Start Classrooms.

Program Goals

Program Benefits

Program Results Support Key Goals



Programs Support Georgia's Pre-K and Head Start Professional Development

INCENTIVES

To encourage early care and education professionals to remain in the field, to increase their level of education, and to improve their compensation for working in a typically low-wage occupation.

Two payments per year and an academic enrollment bonus. (See eligibility grid, back cover.)

The value of increased education is evident to recipients in the form of larger INCENTIVES supplements at higher education levels. The average effective wage increase, by level, is:

Certificate	+ 2.0%
Technical college diploma.....	+ 3.8%
Associate degree	+ 6.4%
Bachelor's degree	+ 7.4%

Recipients had a 7-year average length of employment.

23% of recipients worked in Georgia's Pre-K classrooms and 25% worked in Head Start classrooms.



AN INCENTIVES SUCCESS:

I have been a provider for about 24 years, and I love it. I wanted to do some things to improve my child care home for the children, but my finances would not allow me to do them at the time.

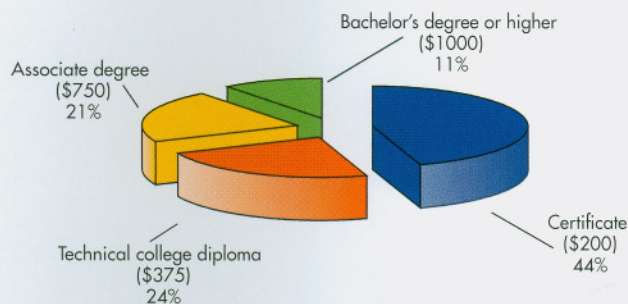
The [INCENTIVES] monies I receive will help me to buy some nice education toys and other needed items. And also, the items that I get will help me to teach the children and make them feel safe

and comfortable while they are learning and playing during the time I am caring for them in my home.

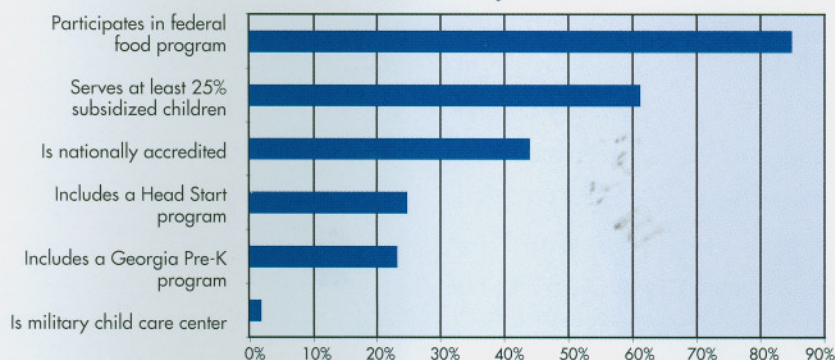
Carolyn J. Phillips – DeKalb County INCENTIVES recipient who holds an associate degree in early childhood education and is considering returning to school to pursue a bachelor's degree.



INCENTIVES Recipient Payment Level FY 2007
(3,291 recipients)



Characteristics of INCENTIVES Recipients' Child Care Settings
FY 2007 (3,291 recipients)



INCENTIVES

INCENTIVES encourages employment stability and educational advancement! Having completed its sixth year, the program rewards early care and education professionals for increasing their education in the field and maintaining employment continuity.

It also improves compensation for those working in a typically low-wage occupation - the INCENTIVES award ranges from \$200 to \$1,000 twice a year, based on the level of formal training or education achieved.

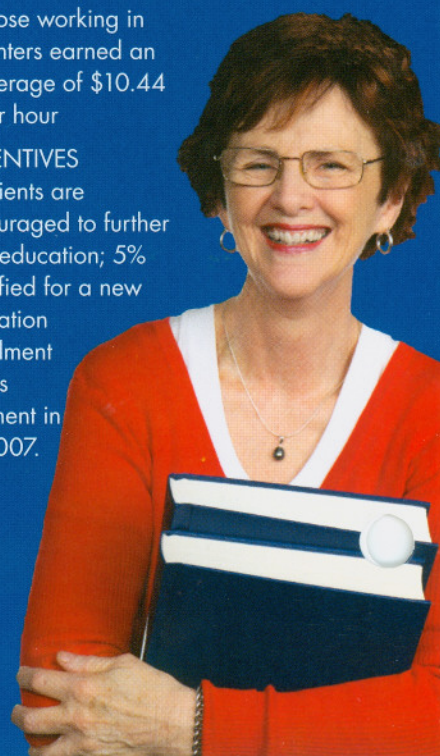
STATEWIDE IMPACT

Since its inception, INCENTIVES has encouraged workforce stability by distributing more than \$11.3 million in supplements to more than 5,429 individual participants employed in early care and education.

PROFILE of INCENTIVES recipients in 2007:

- Female (99%)
- Black/African-American (69%); White/Caucasian (22%)
- Average age of 41 (range of 19 to 78 years)
- Held Child Development Associate (CDA) or Technical College Certificate (TCC) (43%) or associate or higher degree (32%)
- Teacher or assistant teacher (81%); director or assistant director (12%)
- Worked in a licensed child care center (90%) or family child care home (9%)
- Those working in centers earned an average of \$10.44 per hour

INCENTIVES recipients are encouraged to further their education; 5% qualified for a new education enrollment bonus payment in FY 2007.



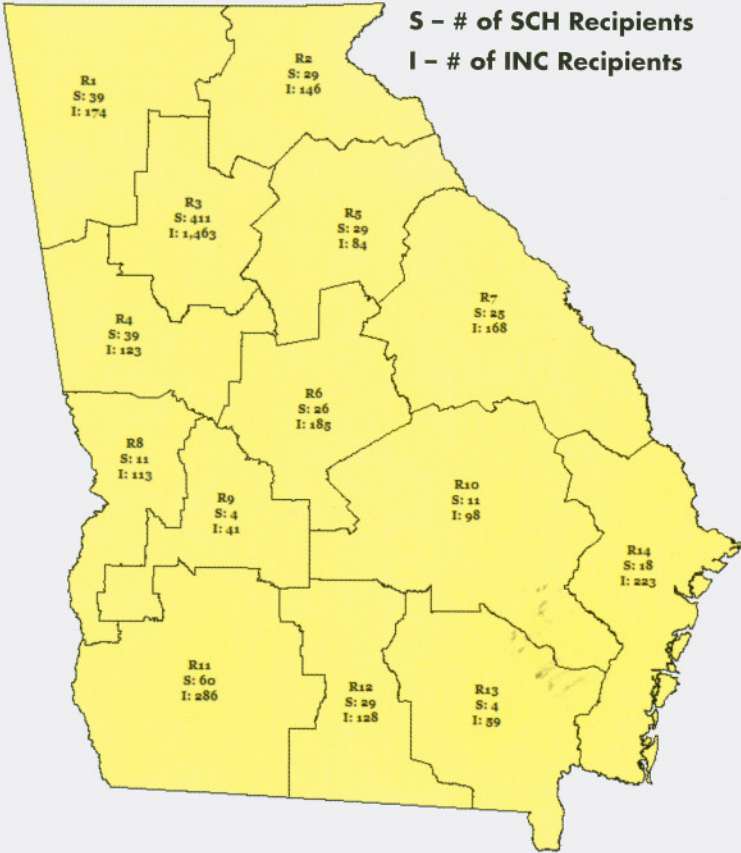
WHO IS ELIGIBLE FOR SCHOLARSHIPS & INCENTIVES?

Positions:	Teachers, assistant teachers, directors or assistant directors	
Settings:	Licensed child care centers or group homes or registered family child care homes*	
Hours:	Work with children ages 5 or younger at least 25 hours per week if teacher/assistant teacher; 40 hours per week if director/assistant director or family child care provider	
Wage/Salary:	Earn less than \$14.45 per hour (\$30,056 per year including overtime)	
	SCHOLARSHIPS	INCENTIVES
Education:	GED or high school diploma	Valid qualifying credential or degree in early childhood education, child development or child care administration
Tenure:	3 to 12 consecutive months with the same employer, depending on credential/degree sought	12 consecutive months with same employer in a teaching or program administration position
Enrollment:	Enrolled or accepted in a formal early childhood education program of study through a public or private (HOPE-eligible, SACS-accredited) Georgia institution	Not required; may earn bonus payment if enrolled in an eligible program of study and successfully completed at least one academic term in the six months prior to application



* For INCENTIVES recipients, the setting must have state or national accreditation, or participate in the federal Child and Adult Care Food Program, or serve at least 25% state-subsidized children.

FY 2007 Recipients Reside in all 14 Child Care Resource & Referral Regions



EDUCATIONAL INSTITUTIONS

Institutions eligible for SCHOLARSHIPS include any of Georgia's 104 technical colleges, colleges, or universities approved to receive HOPE funds. HOPE and Pell grants, as well as HOPE scholarships, are available to cover costs at Georgia's colleges and universities. For FY 2007, SCHOLARSHIPS recipients attended 65 institutions throughout the state:

- Abraham Baldwin Agricultural College
- Albany State University
- Albany Technical College
- Altamaha Technical College
- Appalachian Technical College
- Armstrong Atlantic State University
- Athens Technical College
- Atlanta Metropolitan College
- Atlanta Technical College
- Augusta Technical College
- Bainbridge College
- Brenau University
- Brewton-Parker College
- Central Georgia Technical College
- Chattahoochee Technical College
- Clark Atlanta University
- Clayton State University
- Columbus State University
- Columbus Technical College
- Coosa Valley Technical College
- Covenant College
- Dalton State College
- Darton College
- Dekalb Technical College
- Flint River Technical College
- Fort Valley State University
- Gainesville State College
- Georgia College & State University
- Georgia Military College (MC)
- Georgia Perimeter College
- Georgia Southern University
- Georgia State University
- Griffin Technical College
- Gwinnett Technical College
- Heart of Georgia Technical College
- Kennesaw State University
- LaGrange College
- Lanier Technical College
- Macon State College
- Mercer University
- Middle Georgia College
- Middle Georgia Technical College
- Moultrie Technical College
- North Georgia Technical College
- North Metro Technical College
- Northwestern Technical College
- Nova Southeastern University
- Ogeechee Technical College
- Okefenokee Technical College
- Piedmont College
- Reinhardt College
- Sandersville Technical College
- Savannah Technical College
- Shorter College
- South Georgia Technical College
- Southwest Georgia Technical College
- Spelman College
- Swainsboro Technical College
- Thomas University
- University of Georgia
- Valdosta State University
- Valdosta Technical College
- Waycross College
- West Central Technical College
- West Georgia Technical College

SCHOLARSHIPS & INCENTIVES RECIPIENTS DEMONSTRATE EDUCATIONAL PROGRESS

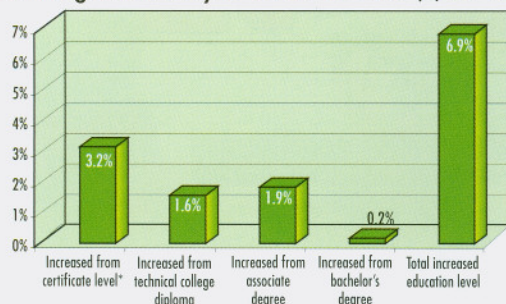
One of the primary goals of both SCHOLARSHIPS & INCENTIVES is increasing the education of those in the early care and education workforce.

Of course, all SCHOLARSHIPS recipients are increasing their level of education with the support of the SCHOLARSHIPS program. And, since the program began in FY 2004, 156 (7%) of the 2,267 SCHOLARSHIPS recipients have taken their education to an even higher level program of study, going beyond their initially supported program. Of the 735 FY 2007 recipients, 96 (13%) are pursuing a higher level program of study.

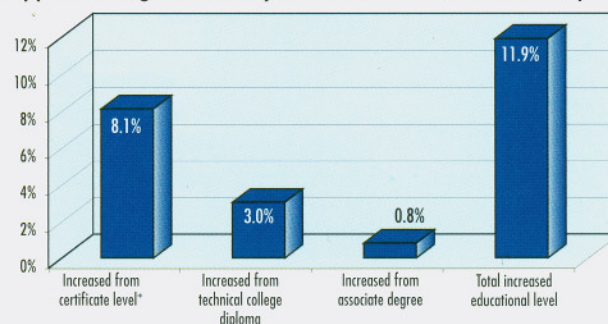
In addition, since the inception of INCENTIVES in FY 2002, 647 (12%) of the 5,429 INCENTIVES recipients, who must hold a qualifying credential or degree to participate in the program, have increased their education further, going above their initial qualifying credential or degree. Of the 3,291 FY 2007 recipients, 493 (15%) have increased their education further.

These are significant accomplishments, given that program recipients work at least 25 hours a week in early care and education and most are older, non-traditional students.

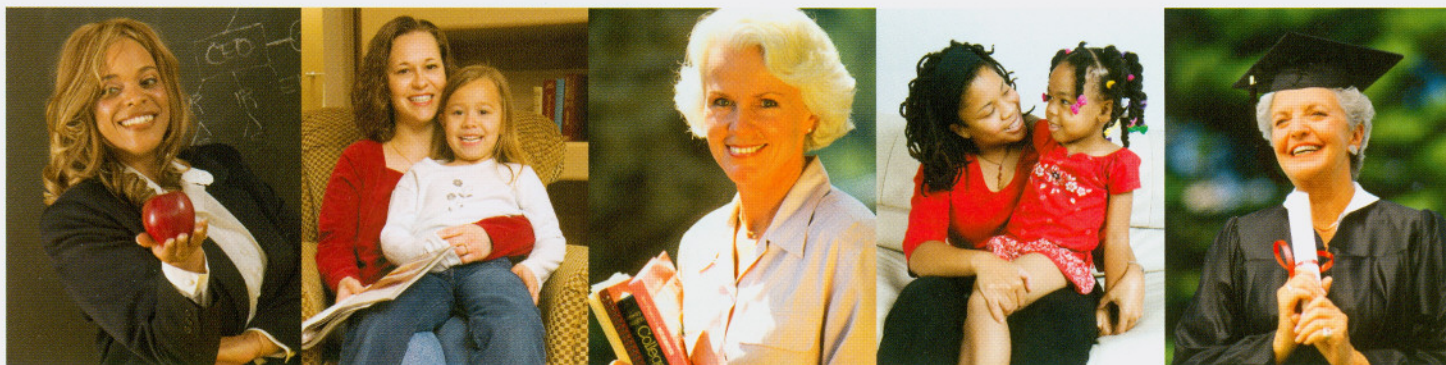
SCHOLARSHIPS Recipients' Educational Progress from Initial Supported Program of Study FY 2004 - FY 2007 (2,267 recipients)



INCENTIVES Recipients' Educational Progress from Initial Supported Program of Study FY 2002 - FY 2007 (5,429 recipients)



* Certificate level: Child Development Associate (CDA), Child Care Professional (CCP), Technical College Certificate of Credit (TCC), National Administrator Certificate (NAC)



Georgia Department of Early Care and Learning

Bright from the Start: Georgia Department of Early Care and Learning is responsible for meeting the child care and early education needs of Georgia's children and their families. This agency oversees a wide range of programs focused primarily on children ages birth to school-age and their families.

SCHOLARSHIPS & INCENTIVES are funded by Bright from the Start: Georgia Department of Early Care and Learning using the federal Child Care and Development Fund.

SCHOLARSHIPS & INCENTIVES are managed by Care Solutions, Inc.



For more information on SCHOLARSHIPS & INCENTIVES:

Phone: 800-227-3410 or 770-642-6722

Web: www.caresolutions.com